



Your paycheck is
growing.

NEW BASE SALARY

265,210.20

YOU'RE RECEIVING A COMPETITIVE PAY ADJUSTMENT

Associate pay is reviewed regularly to ensure we are paying fairly and competitively since the external market is constantly changing and so is our internal population as people join, receive promotions, and leave our company. These pay reviews consider a variety of information such as market data and associate pay in similar roles. As a result of our most recent review, you are receiving a base pay increase.

EMPLOYEE NAME	JOB TITLE	EID	MANAGER
Ma. Patricia Santioque	Sr. Operations Rep	583807	Ron Gilbert Lita

NEW SALARY

PRIOR SALARY	260,010.00
Competitive Adjustment Amount (2.00%)	5,200.20
NEW SALARY (EFFECTIVE 7/28/19 ON 8/16/2019 PAYCHECK)	265,210.20

SALARY RANGE

MIN	MIDPOINT	MAX
243,000	352,000	461,000

All values shown in Philippine Peso (PHP) currency unless noted otherwise

This summary is provided for informational purposes only and does not create any legal right. In case of error, this summary does not modify, change or supersede the Company's records. All amounts indicated are annual and subject to applicable tax. Promotion and promotion increases are subject to compensation guidelines. COPSSC reserves the right to amend, review and modify the compensation guidelines as deemed necessary.

Lastly, all salary information is considered part of COPSSC strategy and form part of our compensation strategy, which is kept confidential. As such, we expect every associate to keep and maintain the confidentiality of the information stated herein. Unauthorized disclosure of any information, to colleague or otherwise, may subject the associate to disciplinary action, including dismissal when warranted.